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ABSTRACT

Questionnaires were sent to deans of students at 31 selected Christian colleges with enrollments of 600 and over. Information was solicited on: (1) salary scale and additional benefits; (2) educational background; (3) experience in teaching, counseling and administration, and years in present position; (4) age, sex, and marital status; (5) publications; (6) membership in professional organizations; (7) journals regularly read; (8) journal subscriptions; (9) person directly responsible to; (10) duration of contract; (11) persons responsible to the Dean of Students; (12) prior experience in a subordinate position; (13) availability of in-service training programs for student personnel staff; (14) availability of training manual for staff members; (15) required submission of reports from staff members; (16) need for annual report to superior; (17) the presence of a centralized student record service; and (18) the location of student personnel services. The findings indicated that some 43 percent held doctorates and that about 60 percent had received training in education at the advanced degree level. Ninety-two percent belonged to professional organizations. The results of this study are compared with national norms. The deans were also asked to name the 10 leading Christian colleges in the nation and, with the exception of one, all who answered included their own institution in the list. (AF)

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DEANS OF STUDENTS AND THEIR PROGRAMS AT SELECTED CHRISTIAN LIBERAL ARTS COLLEGES

Craig E. Seaton

December 1969

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The purpose of this study was to gather descriptive information about the chief student services officer at selected Christian liberal arts colleges, and from this data develop a prototype Dean of Students. A secondary concern was that of drawing comparisons between this prototype and that of the typical Dean of Students at colleges where there is no institutional commitment to Christianity.

This investigation gathered demographic data regarding training and experience of the chief student services officer, his authority, specific rules of his institution, and his opinion of other Christian liberal arts colleges.

Thirty-one colleges were selected for the study on the basis of their size, location, and commitment to historic Christianity.

The size of the respective student bodies ranged from 600-3500. The sample was drawn from The Guide to Christian Colleges (1968-69), published by Campus Life. An attempt was made by the researcher to draw institutions for the sample in proportion to the total number of Christian colleges located in each region of the country. Accordingly, six were chosen from the East, two from the South, two from the Southwest, twelve from the Midwest, and nine from the West. However, this study did not draw a truly representative sample in terms of the concentration of institutions in a given area. For example, twenty-one colleges were listed for the South, but most are under 500 in enrollment, and many are denominational in nature and not regionally accredited. The researcher arbitrarily selected institutions that have enrollments of at least 600, which serve many denominations, even if the institution is under the control of a specific religious body, which identifies itself with the doctrines of historic Christianity, which is accredited

by a regional accrediting association[1], and which is known by reputation to the researcher. The following institutions were selected for the study.

TABLE 1

	INSTITUTION	Participated	Region	Enrollment	Denomination
1.	Anderson Col.	X	MW	1800	Assem. of God
2.	Azusa Pacific Col.	X	W	1000	Interdenom.
3.	Barrington Col.	X	E	625	Interdenom.
4.	Bethany Nazarene Col.	X	SW	1600	Nazarene
5.	Bethel Col. (St. Paul)	X	MW	1000	Baptist
6.	Biola Col.	X	W	1450	Interdenom.
7.	John Brown Univ.	X	S	800	Interdenom.
8.	Calif. Bapt. Col.	NO	W	----	So. Bapt.
9.	Calif. Luth. Col.	X	W	1000	Lutheran
10.	Calvin Col.	X	MW	3500	Chr. Reformed
11.	Cedarville Col.	X	MW	900	Baptist
12.	Earlham Col.	NO	MW	----	Soc. of Friends
13.	Geneva Col.	NO	E	----	Ref. Presby.
14.	Gordon Col.	X	E	800	Interdenom.
15.	Grace Col.	X	MW	600	Nat'l Fellowship Brethren
16.	Greenville Col.	X	MW	750	Free Methodist
17.	Houghton Col.	NO	E	----	Wesleyan Methodist
18.	Bob Jones Univ.	NO	S	----	Interdenom.
19.	The Kings Col.	X	E	785	Interdenom.
20.	Malone Col.	X	MW	1000	Society of Friends
21.	North Park Col.	NO	MW	----	Evang. Covenant
22.	Pacific Luth. Univ.	NO	W	----	Lutheran
23.	Pasadena Col.	X	W	1250	Nazarene
24.	Oral Roberts Univ.	X	SW	880	Interdenom.
25.	Roberts Wesleyan Col.	X	E	750	Free Methodist
26.	Seattle Pacific Col.	X	W	1900	Free Methodist
27.	Taylor Univ.	X	MW	1400	Interdenom.
28.	Trinity Col. (Deerfld.)	X	MW	700	Interdenom.
29.	Westmont Col.	X	W	800	Interdenom.
30.	Wheaton Col.	X	MW	1800	Interdenom.
31.	Whitworth Col.	X	W	1100	United Presby.

Mean number students 1100

Median number students 1000

Total Institutions participating -- 24
Total Institutions in the sample -- 31
Percentage Participation -- 77%

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[1] Exceptions: Cedarville & Grace Colleges, Oral Roberts & Bob Jones Universities.

All but four of the participating 24 institutions classified their respective chief student services officer as, "Dean of Students", (Table 2). Nationally, only about 50% of the institutions in higher education report the title "Dean of Students" or "Dean of Student Affairs (or Services)".[2] In this study, these titles were almost universal with 23 of the 24 institutions employing one of the two titles.

The ratio of men to women was 23::1 in this study as compared to the national average of 4::1.[3] It appears that deans of students in Christian colleges tend to be younger than their counterparts in institutions of higher education in general (Table 3). The median age for the Dean of Students at Christian colleges is 40, as compared to a median of 44 for all institutions (including Universities, liberal arts colleges, teachers' colleges and junior colleges). The median for secular liberal arts colleges is also 44.[4]

The Dean of Students at the Christian college compares favorably with the national sample, when degrees are used as a criterion. Some 43% hold the doctorate as compared to 37% for all private institutions, and 40% for all institutions. Public institutions have a larger number of individuals trained at the doctoral level with 62% holding the degree (Table 4). Many academic disciplines are represented by the degrees held, both in the national sample of all institutions, and in the sample of Christian colleges. A majority of the national sample have received preparation in the field of education on either the master's or doctoral level.[5] About 60% of the study group have received training in education at the advanced degree level (Table 2).

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[2] Student Services Administration in Higher Education, U.S. Dept. of Health, Education, & Welfare. OE-53026, 1966, #16, A. R. Ayers, P. A. Tripp, and J. H Russel.

[3]Ibid. [4]Ibid. [5]Ibid.

TABLE 2

Inst.[6]

DEMOGRAPHIC DATA/CHIEF STUDENT SERVICES OFFICER

Inst.	Title: Dean of Students or, as indicated	Degrees-Major-Date	Age	Sex	Married
1		BA-Bus '55, BD-Rel '58, MA-Couns '63	36	M	Yes
2		BA-Mus '59, MA-Couns '69	31	M	Yes
3		BA-Math Educ '63, MS-Student Pers '64 (a)	28	M	Yes
4		BA-Soc Sci '38, MA-Hist '42, PhD-Socio '54	54	M	Yes
5		BA-Phil/Psych '36, BD-Theo '39 (b)	53	M	Yes
6		BA-Psych '61, MS-Socio '65 (c)	30	M	Yes
7	Dean of Student Affairs	BS-Elec Eng '41, ThB-Bib Stud.'47, MRE-Educ Psych '48	50	M	Yes
8	----------	----------	--	--	---
9		BA-Hist '42, BTh '45, ThM '59 in Theo., EdD-Couns '69	48	M	Yes
10		PhD-Hist '64	38	M	Yes
11		BA-Eng '52, BD '57 & ThM in Theo '61	39	M	Yes
12	----------	----------	--	--	---
13	----------	----------	--	--	---
14		BA-Chem '62 MA-Guidance '64, PhD -Admin, High. Ed. -67	29	M	Yes
15		BA-Eng/Psych '37, MDiv '40 & ThM '49 in Theo	55	M	Yes
16	Dean of Student Affairs	BA-Rel/Soc '51, MEd-Guid '59	47	F	No
17	----------	----------	--	--	---
18	----------	----------	--	--	---
19	----------	----------	--	--	---
20		BS-Soc Sci '40, MA-Stud. Pers '54, BD-Theo '53 EdD-Stud. Pers '60	53	M	Yes
21	----------	----------	--	--	---
22	Position unfilled at date of this study				
23		BA-Phil/Eng/Rel '41, MA-Rel '43, MA-Sph '55, PhD-Sph/Couns '57	49	M	Yes
24		BS-Educ '58, MS-Educ '64, EdD-Educ '67	34	M	Yes
25		BA-Eng '59, MEd-Stud. Pers '68	32	M	Yes
26		BA-Rel Educ '41, MEd-Educ '51, BD-Theo '47, EdD-Couns '59	56	M	Yes
27	Vice Pres. for Student Affairs	Dip.-Grk/Bib '58, BA-Eng/Phy Educ '61, MA-Eng/Phil '64	31	M	Yes
28		BA-Psych '62, MA-Couns '63	27	M	Yes
29		BA-Phil/Bib '55, MA-Educ '60	40	M	Yes
30		BA-Psych '51, MA-Educ Psych '59, EdD-Educ Psych, Socio '65	44	M	Yes
31		BA-Zoo '49, MA-Guid '50, EdD-Educ Psych '57	45	M	Yes

[6] No relationship between numbers and colleges listed on Table 1.
(a) All but dissertation for doctorate (b) Sch.Adm. doctorate '70 (c) Masters degree - Educ. Psych '70

TABLE 3

COMPARISONS, STUDY GROUP/NATIONAL SAMPLE

DEAN OF STUDENTS

AGE

National Sample
(Data used is based upon men, since the sample is based upon 23 men and 1 woman.)

Age	All Institutions	Liberal Arts Colleges	Christian Colleges
20-29	3	2	12
30-39	32	34	32
40-49	37	38	28
50-59	23	21	20
60-69	5	5	0
70 plus	0	0	0

Figures in percent, rounded to the nearest whole; National data (1962-63) from Ayers, et al[7]

All institutions - - - Median age: 44 Christian Colleges: Median Age: 40

Private Institutions - Median age: 44

PERCENTILES

	10th	90th
All Institutions	32	58
Public	33	59
Private	32	58
Christian Colleges	29	54

(Figures represent ages at given percentiles.)

[7]Ibid

TABLE 4

COMPARISONS, STUDY GROUP/NATIONAL SAMPLE

DEAN OF STUDENTS

D E G R E E S

Degrees	Total	Liberal Arts College
All Institutions (Universities, teachers' colleges, liberal arts colleges, junior colleges)		
Doctorate	38	40
Master's	55	52
Bachelor's	7	7
Public Institutions		
Doctorate	42	62
Master's	54	38
Bachelor's	5	--
Private Institutions		
Doctorate	34	37
Master's	56	55
Bachelor's	9	8
Christian Colleges		
Doctorate	--	43
Master's	--	52
Bachelor of Divinity	--	4
Bachelor's	--	--

Figures in per cent, National data (1962-63) from Ayers, et al[8]

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8 Ibid.

The most outstanding feature noted, when the national sample is examined for membership in professional organizations, is lack of affiliation by a large number of individuals. Over 25% belong to no professional organization directly related to their work. The deans from Christian colleges are more likely to be involved in professional organizations. About 56% belong to two or more organizations as compared to the national sample of 42% with two or more memberships. Only 8% of the Christian college sample belong to no related professional organization (Table 5). The most common organizational affiliation for both national and Christian samples was the American Personnel and Guidance Association with memberships of 36% and 68% respectively. Christian college deans also are represented by a larger proportion of membership in both the American College Personnel Association and the National Association of Student Personnel Administrators. The diversity of memberships among Christian deans is demonstrated in Table 6

Both the national study and this one disclosed that over half of the respective samples have held their positions as dean for less than five years (Table 7). The average length of experience of the chief student services officer falls in the 2-4 year interval for both samples. More than 25% of the national sample moved from the teaching faculty to their current administrative position. Almost all of the deans of Christian colleges have experience in administration, teaching, and counseling. They report means of 9.5 years teaching (three individuals with no teaching experience), 7.5 years administration (all individuals reported administrative experience), and 6.0 years counseling (13 of 23 have counseling experience). In most cases, they have performed at least two of the aforementioned functions concurrently (Table 8).

TABLE 5

COMPARISONS, STUDY GROUP/NATIONAL SAMPLE

DEAN OF STUDENTS

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Organization	All Institutions	Liberal Arts Colleges	Christian Colleges
None	27	25	8
Amer. Assoc. College Registrar & Admissions Office	19	14	0
Amer. College Pers. Assoc.	29	26	40*
Amer. Pers. Guid. Assoc.	36	33	68*
Amer. Psych. Assoc.	8	9	4
Nat'l Assoc. Stud. Pers. Admin.	24	25	28

Figures in per cent, National Data (1962-63) from Ayers, et al[9]

Number of Memberships in

National Personnel or Related Organizations

Number of Memberships	All Institutions	Liberal Arts Colleges	Christian Colleges
None	27	25	8
1	30	34	28
2	19	19	16
3 or more	25	23	40

National Data (1962-63), percentages all rounded, from Ayers, et al

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[9] Ibid.

*APGA and ACPA overlap, with the latter being a division of the former, hence percentages come to greater than 100%

TABLE 6

PUBLICATIONS and MEMBERSHIPS

Dean of Students	Publications	Memberships in Professional Organizations
1	None	NASPA, APGA (ACPA, NVGA), NEA, AAHE
2	Articles, Script. Press	CTA, NSSA-DLE, SCYW
3	None	APGA (ACPA), NASPA, ACU-1, Regnl. Pers. Assoc.
4	Amer. J. Socio. 1953	Amer. Socio. Assn., Amer. Coun. Fam. Rel., NEA, Regnl. Socio. Assn., Regnl. Assoc. Pers. Admin.
5	Articles Relig. Mag.	APGA, Amer. Phil. Assoc., Evang. Theol. Soc., State Psych. Assoc.
6	None	APGA (ACPA), Amer. Socio. Assn., Rel. Educ. Assoc., ACDAM
7	None	NEA, APGA (ACPA), AHEA
8	----	----------
9	Sermon in Anthology '47 Devotional Articles '59	APGA, Amer. Assoc. Marriage Coun., Kappa Delta Pi
10	Many in history	Amer. Hist. Assoc., NASPA, Renaiss. Soc. of Amer.
11	None	APGA (ACPA), Evang. Theol. Soc., St. Assoc. Stud. Pers., Nat. Assoc. Forgn. Stud. Advisors
12	----	----------
13	----	----------
14	None	APGA (ACPA), NASPA, Phi Delta Kappa, AAHE
15	None	NEA, AAHE, ICPA
16	None	State Assoc. Pers. Guid. Assoc., St. Assoc. Women Deans & Counselors, APGA
17	----	----------
18	----	----------
19	----	----------
20	None	APGA (ACPA)
21	----	----------
22	----	----------
23	Articles, Speech Jrnls., Many church publications	Western Spch., Spch. Assoc. of Amer., Col. Stud. Pers. Ins.
24	Book-Achv. & Apt., Papers	APGA (ACPA, NUGA), NEA, Nat. Sci. Tch. Assn., AAHE, Amer. Sci. Affil., Amer. Acad. Pol. Soc. Sci.
25	None	NASPA, APGA (ACPA)
26	Research Report '65 Chapter in book	Amer. Psych. Assoc.(Cnslg.), APGA, NASPA, Nat'l. Soc. Study of Educ.
27	None	APGA (ACPA), NASPA, CAPS
28	None	APGA (NUGA), ACUHO, Phi Delta Kappa, St. Pers. Guid. Assoc.
29	None	NASPA
30	None	APGA, NASPA, St. Pers. Guid. Assn., High. Educ. Assn
31	None	Amer. Psych. Assoc. (Cnslg.), APGA, (ACPA, NUGA, AMEG)

APGA-American Personnel and Guidance Association (17 members)
ACPA-a division of APGA, American College Personnel Association (10 members)
NASPA-National Association of Student Personnel Administrators (7 members)

10/23 or 43% have published

TABLE 7

COMPARISONS, STUDY GROUP/NATIONAL SAMPLE

Dean of Students

YEARS FULL-TIME EXPERIENCE
AS DEAN

All Institutions Years	Total Years	Liberal Arts Colleges Years	Christian Colleges Years
0	12	10	20
1	20	21	4
2-4	25	23	28
5-9	26	29	28
10-14	10	9	12
15 or more	8	8	0
Public - Years			
0	13	0	
1	17	12	
2-4	25	24	
5-9	24	44	
10-14	13	9	
15 or more	8	12	
Private - Years			
0	11	11	
1	23	23	
2-4	25	23	
5-9	27	27	
10-14	8	9	
15 plus	7	7	

[10]

Figures in rounded percentages, National Date (1962-63), from Ayers, et al.

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[10] Ibid.

TABLE 8

E X P E R I E N C E

DEANS OF STUDENTS/CHRISTIAN COLLEGES

Dean of Students	Experience	Years of Present Position	Years present position -current institution
1	T/A-14	12	12
2	C-7, A-3	* 1	* 1
3	T-1, A-4	* 1	* 1
4	T-14, A-13½	13½	13½
5	T-20, A-16	9	9
6	T-1, C-3, A-3	* 1	* 1
7	T-18, C/A-13	13	13
8	------	--	--
9	T-4, Ministry-18, C/A-6	6	6
10	T-13, A-1	* 1	* 1
11	T/A-9, Ministry-8	9	9
12	------	--	--
13	------	--	--
14	A-7	2	2
15	T/C/A-9	9	9
16	C-20, A-15	7	7
17	------	--	--
18	------	--	--
19	------	--	--
20	T-17, A-10	* 1	* 1
21	------	--	--
22	------	--	--
23	C/T-20, A-11	9	9
24	T-9½, A-2	3	3
25	T-2, C-4, A-6	2	2
26	T-21, C-11, A-8	3	3
27	T-8, C-4, A-2	1	1
28	T-3, C-5, A-5	2	2
29	T-5, C-5, A-5	3	3
30	T-10, C/A-10	8	* 1
31	T/C/A-19	9	6

T--Teaching
C--Counseling
A--Administration

All units indicated in years

New at their Institution
New to position
Only 3/23 without some teaching experience

* first year in this position

The deans of students at Christian colleges are responsible for a wide variety of services (Table 9). Most have regular in-service training programs (77%), with thirteen of the responding twenty-two institutions utilizing a training manual for their staff. Three institutions are in the process of developing such a manual (Table 10).

Most of the deans have the power to suspend students (77%, two institutions require the President's approval), 50% of the deans indicate that they have the power to dismiss from their respective colleges on their own volition (two more institutions may do this with additional approval). Sixteen deans indicate that they possess the authority to place a student on non-academic probation (one requires presidential approval). Five of the deans indicate that they lack authority to suspend, dismiss, or place on non-academic probation. In these five cases, the authority for such actions rests with a committee. Even when the deans possess authority to dismiss, suspend, or place on probation, an advisory committee most often exists, which the dean may utilize at his discretion (Table 11).

The most common enforcement technique is the imposition of fines (75%). Letters of reprimand, counseling, and loss of privileges, as well as campus work are also utilized (Table 12). If the situation merits, dismissal, suspension, and probation are utilized.

Student services within the Christian college are most often scattered throughout different buildings. Over 75% have a centralized record system (Table 13).

Chapel services are compulsory in all but two of the responding institutions. The number of days required per week range from two to five. The length of the Chapel service varies from 20 minutes to 50 minutes. All institutions requiring Chapel make provision for "cuts". These range from 3-16 per semester. The typical Chapel program consists of three meetings per week for about 35 minutes (Table 14).

TABLE 9

PERSONNEL RESPONSIBLE TO DEANS OF STUDENTS

Deans of Students	Assoc Dean	Dean-Women	Dean-Men	Dir-Counseling	Dir-Stud. Employ.	Dir-Fin Aids	Medical Personnel	Dir-Food Service	Head Resident	Grad Placement	Dir-Housing	Dir-Stud. Accts.	Dir-Admissions	Dir-Security	Dir-Christ. Serv.	Dir-Athletics	Foreign Stud. Advisor	Campus Hostess
	11	17	17	15	13	12	21	6	22	9	17	5	2	1	2	1	1	1
1	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
2	X	X	X	X	X		X		X		X							
3	X			X	X	X	X		X	X	X							
4		X	X		X		X	X	X									
5	X	X	X	X	X		X	X	X	X	X							
6	X	X	X	X		X	X		X	X	X							
7		X	X	X			X		X		X							
8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9		X		X	X	X			X		X							
10		X	X															
11		X	X			X	X		X			X			X			
12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	X			X		X	X		X	X		X	X		X	X		
15		X	X	X	X	X	X		X		X							
16		X	X	X	X		X	X	X		X							
17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20					X	X	X		X		X							
21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23		X	X				X		X									
24	X	X	X	X			X		X	X	X							
25		X	X	X			X		X		X							
26		X		X		X	X		X		X	X				X		
27		X	X		X	X	X		X		X							
28	X		X				X		X		X							X
29	X		X		X		X		X	X								
30	X			X	X	X	X	X	X	X	X							
31	X	X	X	X	X	X	X	X	X	X	X	X						

N-23

TABLE 10

TRAINING PROGRAM

Deans	Regular Staff In-service Training	Training Manual	Annual Report to Superior
1	Yes--reading, monthly training sessions	No	No
2	Yes--reading, weekly sessions	No*	Yes
3	Yes--monthly training sessions	Yes	Yes
4	Yes--reading, monthly training sessions	No	No
5	No	No	Yes
6	Yes--reading, monthly training sessions	No*	Yes
7	Yes--reading	No*	Yes
8	-------	--	--
9	No	Yes	Yes
10	No	Yes	Yes
11	Yes--reading	Yes	Yes
12	-------	--	--
13	-------		--
14	*Yes--reading (Res. Hall Staff) twice monthly	Yes	Yes
15	Yes--reading, monthly training sessions	Yes	Yes
16	Yes--reading	Yes	Yes
17	-------	--	--
18	-------	--	--
19	-------	--	--
20	Yes--reading (suggested)	Yes	Yes
21	-------	--	--
22	-------	--	--
23	Yes--reading	Yes	No
24	Yes	Yes	Yes
25	Yes--monthly training sessions	No	Yes
26	Yes--reading	No	Yes
27	Yes--reading	Yes	Yes
28	Yes--monthly training sessions	Yes	Yes
29	Yes--weekly meetings	Yes	Yes
30	No	No	Yes
31	No	No	Yes

Regular staff in-service training - 17/22 - 77%

Training Manual with three in process - 13/22 - 59%

Annual report to superior - 20/22 - 90%

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*In Process

TABLE 11

AUTHORITY OF DEANS

Institution	Dean is empowered to: Suspend	Dismiss	Probation	(None of these)	Powers are vested in a committee
1	X		X		F-1, S-1, A-2
2	X	X	X		F-6, A-1[13]
3	X	X	X		F-4, S-4, A-1
4				X	F-4, A-6
5	X	X	X		F-5, S-5
6	X	X	X		F-5, S-2, A-3[13]
7	X	X	X		F-2, S-1, A-3
8	--	--	--	--	-------
9	X[11]	X[11]	X[11]		S-9 (elected)[13]
10				X	F-6, S-6, A-1
11				X	F-2, S-3, A-1
12	--	--	--	--	-------
13	--	--	--	--	-------
14	X	X	X		None
15	X	X	X		F, S, A(numbers unspecified)
16				X	F-3, S-1, A-4
17	--	--	--	--	-------
18	--	--	--	--	-------
19	X	X			F-4, S-1, A-2
20	X				F-4, S-4, A-1
21	--	--	--	--	-------
22	--	--	--	--	-------
23	X[11]		X		F-8, S-3, A-1
24	X				F, A (number unspecified)
25			X		F-2, A-1[11]
26	X	X[12]	X		F-4, S-4, A-1
27	X	X	X		Student Personnel Staff makes group decision
28			X		F-6, A-1
29	X	X	X		F-5, S-6, A-1
30	X	X	X		None
31				X	F-3, S-4
	17 (15)	13 (11)	16	5	

F-Faculty
S-Students
A-Administration

[11]With President's approval
[12]Committee approval required
[13]Advisory capacity

TABLE 12

ENFORCEMENT OF RULES

The following methods of enforcement are utilized:

Institution	Fines	Campus Work	Letters of Reprimand	Other
1	X	X	X	Loss of privileges
2	X			Student Court
3				Discipline up to suspension
4	X		X	Loss of privileges
5	X		X	
6	X			Conference--suspension, dismissal
7	X	X	X	Point system
8	--	--	--	-------
9	X			Short-term suspension
10	X		X	Suspension
11	X		X	Probation, counseling
12	--	--	--	-------
13	--	--	--	-------
14			X	Probation
15	X			Probation, counseling
16	X		X	
17	--	--	--	-------
18	--	--	--	-------
19	X	X	X	
20				Probation
21	--	--	--	-------
22	--	--	--	-------
23	X		X	Counseling
24	X		X	
25	X	X		
26	X		X	Probation
27			X	
28	X	X		Suspension, probation, dismissal
29	--	--	--	-------
30				Counseling
31	X			Points system leading to probation
	18	5	13	

TABLE 13

HOUSING/RECORDS

Institution	Student Service Housed	Centralized Records
1	Administration Building	Yes
2	Own Building	Yes
3	Own (except activities personnel)	Yes
4	Scattered	Yes
5	Scattered	Yes
6	Scattered	No
7	Administration Building	Yes
8	----------	---
9	Administration Building	Yes
10	Scattered	No
11	Administration Building	Yes
12	----------	---
13	----------	---
14	Scattered	No
15	Scattered	Yes
16	Scattered	No
17	----------	---
18	----------	---
19	----------	---
20	Administration Building	Yes
21	----------	---
22	----------	---
23	Administration (except health service)	Yes
24	Scattered	Yes
25	Scattered	Yes
26	Scattered	No
27	Scattered	Yes
28	Own Residence (Residence Hall)	Yes
29	Scattered	Yes
30	Administration Building	Yes
31	Scattered	Yes

Administration-6
Scattered -13
Own -4

Centralized Records	Yes	No
	18	5

TABLE 14

C H A P E L

Institution	Chapel Required	No. times weekly	Length of Chapel	Number of cuts allowed semester
1	Yes	2	45 min.	4
2	Yes	3	45	16
3	Yes	2	40	6
4	Yes	3	35	6
5	No	--	35	0 (Chapel not required, but expected)
6	Yes	5	30	9 (graduated scale)
7	Yes	2	50	6
8	---	--	--	--
9	No			
10	Yes	2	20	6
11	Yes	5	40	8-12 (graduated scale)
12	---	--	--	--
13	---	--	--	--
14	Yes	3	30	8
15	Yes	5	30	3
16	Yes	3	40	4
17	---	--	--	--
18	---	--	--	--
19	Yes	5	35	6
20	Yes	3		6
21	---	--	--	--
22	---	--	--	--
23	Yes	3	--	5(quarter)
24	Yes	2	50	--
25	Yes	2	40	5
26	Yes	5	30	10 (quarter)
27	Yes	3	40	3
28	Yes	4	30	7
29	Yes	5	30	7 (quarter)
30	Yes	5	35	13
31	Yes	2	30	

Mean number per week required - 3
Mean time per chapel -34 minutes

There is great consistency among the institutions of the sample, in so far as prohibited behavior on the part of students is concerned. Almost all of the institutions prohibit drinking, smoking, dancing, and gambling. Only 25% have regulations prohibiting movies. The use of drugs is prohibited by regulation in 25% of the sample. A little over half of the sample (14/24) require signed pledges by their students to demonstrate intent to abide with the rules and regulations of the college. (Table 15)

When asked to select the leading ten Christian liberal arts colleges in the United States, 25% of the deans who participated in the study indicated that they felt such a task was impossible, or that they did not feel qualified to make such a judgment. With just one exception, each dean who selected the ten leading Christian colleges, included his own institution in this select group. Wheaton College was selected for the top ten colleges by each individual participating on this question. Those institutions receiving votes by more than half of the participating sample included: Westmont College (13), Taylor University (12), and Seattle Pacific College (11). Other institutions mentioned most often include: Gordon College (8), Houghton College (7), Earlham College (6), Bethel College in St. Paul (6), Bob Jones University (6), Biola College (5), Olivet Nazarene (5), and University of Redlands (5). (Table 16)

The most common criteria for rating the institutions included: "long established reputation..." (14), "First hand contact with the institution and others for comparison purposes" (12), "strength of faculty" (11), and "general reputation..." (11). (Table 16)

TABLE 15

PROHIBITIONS/PLEDGES

Institution	Movies	Dancing	Gambling	Drinking	Smoking	Other	Signed Pledge Required
1		X[15]	X	X	X[15]		No
2		X	X	X	X	Cheating	Yes
3		X	X	X	X	Drugs	No
4	X	X	X	X	X		Yes
5			X	X	X	Drugs	No
6	X	X	X	X	X		Yes
7		X	X	X	X		No
8	--	--	--	--	--	----	--
9			X	X[15]			No
10		X[16]					No
11	X	X	X	X	X	Extreme Fashions	
						Drugs	No
12	--	--	--	--	--	----	--
13	--	--	--	--	--	----	--
14		X		X	X	Profane Language	No
15	X	X	X	X	X	Drugs	
						Pornographic lit.	Yes
16		X	X	X	X	Drugs	Yes
17	--	--	--	--	--	----	--
18	--	--	--	--	--	----	--
19	X	X	X	X	X	Theatre	Yes
20		X		X	X		Yes
21	--	--	--	--	--	----	--
22	--	--	--	--	--	----	--
23	X	X	X	X	X		Yes
24		X	X	X	X		Yes
25		X	X	X	X	Drugs	Yes
26		X[17]	X	X	X		Yes
27		X	X	X	X		Yes
28		X		X	X		No
29		X	X	X	X		Yes
30		X	X	X	X		Yes
31			X	X	X		No
	6	21 (19)	20	23 (22)	22 (21)	Signed Pledge - 14 required	

[15] on campus

[16] "social" dancing

[17] in college connected activities

TABLE 16

RANKING OF CHRISTIAN LIBERAL ARTS COLLEGES[18]

Institution	Votes for inclusion in top ten
1. Wheaton College	18
2. Westmont College	13
3. Taylor University	12
4. Seattle Pacific College	11
5. Gordon College	8
6. Houghton College	7
7. Earlham College	6
8. Bethel College (St. Paul)	6
9. Bob Jones University	6
10. Biola, Olivet Nazarene, University of Redlands	5

Criteria for ranking as indicated by respondents (using top three reasons only)

"Long established reputation for all around excellence"	14
"First hand contact with the institutions and others for comparison purposes"	12
"Strength of the faculty"	11
"Generäl reputation among my colleagues and denomination"	11
"Broad range of majors and special programs"	5
"Other--quality of Alumni"	1

18 Ranking based upon responses of 18 institutions; 6 chose not to participate on this question.

SUMMARY:

Based upon this study of Christian liberal arts colleges (accredited, median enrollment 1000, with a broad based constituency), the following picture of the typical Dean of Students emerges. The Dean of Students is a forty-year-old man, has a master's degree (43% hold doctorates), belongs to the American Personnel and Guidance Association (68%), and perhaps the American College Personnel (40%; about 56% belong to 3 or more professional organizations). He began his educational career with the teaching faculty and has over nine years experience as a professor. Along the way, he has gained over seven years administrative experience, and is likely to have about six years experience in counseling. Most often, he has combined these areas of experience, performing two or perhaps three at one time.

Less than half of the deans feel that research is an important function of their position (40%). Less than half have published original research or writings (43%). Most deans have the authority to suspend students (77%). About half may dismiss students from their institution.

Remuneration for their work includes a minimum salary of $9,000 with a maximum of $15,000[19] (median figures; mean figure; minimum $9,500; maximum $14,500). (Table 17) Most also receive TIAA/CREF and medical benefits. Several also receive life insurance.

Most deans have an active in-service training program for their respective staffs (77%). To implement rules and regulations, the most common technique is the fine system (75%).

The colleges which received a consensus for inclusion in the list of leading Christian colleges were: Wheaton (which received each respondent's

vote), Westmont, Taylor, and Seattle Pacific.

When compared to Deans of Students in general, at institutions of higher learning, the Christian college dean is younger (40 vice 44), more likely to be a man (23:1 vice 4:1), and more likely to have had teaching experience. Both groups are likely to have held their positions for less than five years.

Of those deans participating in this study, 70% would be interested in a data pool on students in institutions similar to their own. An even greater number indicated an interest in a strong professional organization of deans from similar colleges (85%) Table 18.

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[19]For private institutions of enrollments of 1,000 and over, 141 institutions reporting, the 1967-68 median salary for Deans of Students was $12,500.

Salaries in Higher Education, 1967-68 (Research Report), National Education Association.

TABLE 17

BENEFITS AND SALARY LIMITS

	Salary				
Institution	Minimum	Maximum	TIAA/CREF	Medical	Other
1	------	14,500	X	X	Life Insurance
2	8,000	12,000			
3	9,000	13,000	X	X	
4	10,000	13,000			
5	------	------		X	Institution Retirement
6	10,000	13,000	X	X	
7	7,000	15,000		X	
8	------	------	---	---	------
9	10,000	16,000	X	X	Retirement
10	9,000	17,500	X	X	
11	8,000	12,000		X	Retirement
12	------	------	---	---	------
13	------	------	---	---	------
14	------	------		X	Life Insurance
15	------	12,000		X	Retirement
16	------	------	X	X	
17	------	------		X	Life Insurance
18	------	------	---	---	------
19	------	------	---	---	------
20	------	15,000	X	X	
21	------	------	---	---	------
22	------	------	---	---	------
23	------	------	X	X	
24	11,000	15,000	X	X	
25	8,500	------	X	X	
26	8,000	15,000	X	X	Life Insurance
27	------	------	X	X	Life Insurance
28	------	------		X	Life Insurance, Car
29	13,500	15,500	X	X	
30	14,000	16,000	X	X	
31	------	------	X	X	
	Mean	$9,500	$14,500		
	Median	$9,000	$15,000		

TABLE 18

DATA POOL/ORGANIZATION

	Interested in Data Pool	Interested in SP organ.	Research Important Function	Last Topic	Current Topic
1	No	Yes	No		
2	Yes	Yes	Yes	Counseling	Student Personnel
3	Yes	No	Yes	Student Development	Student Housing
4	Yes	Yes	No		
5	Yes	Yes	Yes	10-yr. discip. cases	Life Style
6	Yes	Yes	Yes	Counseling	Student Personnel Services-Christ. Colleges
7	Yes	Yes	No		
8	---	---	---	------	------
9	No	Yes	No		
10	No	No	No		
11	No	Yes	No	New Student Orientation Christian Colleges	
12	---	---	---	------	------
13	---	---	---	------	------
14	Yes	No	No	------	------
15	---	---	---	------	------
16	Yes	Yes	Yes		Health Service/ similar campuses
17	---	---	---	------	------
18	---	---	---	------	------
19	---	---	---	------	------
20			No		
21	---	---	---	------	------
22	---	---	---	------	------
23	No	Yes	Yes	Change to Qtr. Syst. Res. Hall Reaction	Due Process
24	Yes	Yes	Yes	Testing	Orientation
25	Yes	Yes	No		
26	Yes	Yes	No	Environment of own college	Retention at own college
27			No		
28	Yes	Yes	Yes		
29	No	Yes	No		
30	Yes	Yes			
31	Yes	Yes			

Interested in Data Pool: 14/20

Interested in Organization: 17/20

Research important: 8/20

STUDENT PERSONNEL QUESTIONNAIRE

1. Title: Dean of Students _____ Director of Student Personnel Services _____

   Director of Student Affairs _____ Other (_____) _____

2. Name of School _____ Enrollment _____

3. Salary scale minimum for your position _____ maximum _____

   Additional benefits: TIAA/CREF _____ Medical _____

   Other (_____) _____

4. Educational background:

Degree	Major	Date earned	College or University
B.A.	_____	_____	_____
M.A. or ___	_____	_____	_____
Ph.D or ___	_____	_____	_____

5. Experience

   Teaching _____ years Years in present position _____

   Counseling _____ years Years in present position at current school _____

   Administration _____ years

6. Age _____ Sex _____ Married _____ Single _____

7. Publications (books, journal articles, magazine articles):

Books	Date	Journals	Date	Other	Date
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

8. Member of the following professional organizations:

   _____ _____

   _____ _____

9. I read the following journals on a regular basis:

   _____ _____

   _____ _____

10. I subscribe to the following journals:

    _____ _____

    _____ _____

Student Personnel Questionnaire

11. Report directly to:

Dean of the College _____ President of the College _____
Other (_____) _____

12. Duration of contract:

12 month____ 9 month____
10 month____ Other (_____) ____

13. The following staff are responsible to the Dean of Students:

Associate Dean of Students	____	Director of Financial Aids	____
Dean of Women	____	Medical personnel	____
Dean of Men	____	Director Food Services	____
Director of Counseling	____	Head Residents	____
Student Employment	____	Graduate Placement	____
Other _____	____	Director of Housing	____
Other _____	____	Other _____	____

14. Did the Dean of Students serve in one of these (No. 13) positions prior to appointment as Dean? Yes____ No____ Position_____

15. Is there an in-service training program for student personnel staff?
Yes____ No____ ____ Monthly training sessions required
Reading_____ ____ Other (_____)

16. Do you have a training manual for staff members? Yes____ No____

17. Do you require monthly ____ weekly____ other (_____) ____ reports from staff members in various areas? Yes____ No____

18. Do you make an annual report to your superior? Yes____ No____

19. Is there a centralized student record service including grades, applications, letters of recommendation, etc.? Yes____ No____

20. Student personnel services are:

____ Housed in building of our own
____ Housed in our own building except for _____
____ Located in Administration Building
____ Scattered in different buildings

THANK YOU FOR YOUR ASSISTANCE!

STUDENT PERSONNEL QUESTIONNAIRE

1. Classification of your institution:

Christian Liberal Arts College _____ Bible College _____ Bible Institute _____

Accredited _____ Not accredited _____

2. In your opinion what do you consider to be the leading 10 Christian liberal arts colleges in the U.S.? (See enclosed listing of colleges - but your selection is not limited to this listing.)

_____ _____

_____ _____

_____ _____

_____ _____

_____ _____

3. Name the 3 leading Christian liberal arts schools in the following regions:

East Coast	South	Southwest	Midwest	Northwest	West

4. What do you consider to be the leading 5 seminaries in the U.S.?

_____ _____

_____ _____

_____

5. Indicate the criteria for your choices of liberal arts colleges in order of importance (1, 2, 3, etc.)

____ Long established reputation for all-around excellence
____ Strength of faculty
____ Broad range of majors and special programs
____ Physical facilities
____ Location
____ General reputation among my colleagues and denomination
____ Firsthand contact with the institution and others for comparison purposes
____ Other (_____)

6. Does your institution require students to sign a pledge: Yes ____ No ____

Movies _____ Dancing _____ Gambling _____ Drinking _____ Smoking _____ Other (_____) _____ Other (_____)

7. Are any of the following prohibited by regulation even though no pledge is required?

Movies _____ Dancing _____ Gambling _____ Drinking _____ Smoking _____ Other (_____) _____ Other (_____)

Student Personnel Questionnaire

8. Do you as Dean of Students have the power to

___ Suspend
___ Dismiss
___ Put on non-academic probation
___ Put on academic probation
___ None of these

9. Is the power to dismiss or suspend a student vested in a committee? _____
If so, what is the composition of this committee?

Total number of members _____ Faculty _____ Administration _____
Students _____

10. Research is an important function of my position: ___ Yes ___ No
Current program of research deals with (topic) _____

Last conducted research (topic) _____

11. Entrance test utilized:

_____ S.A.T. _____ A.C.T. _____ S.C.A.T. _____ OTHER (_____)

12. Percentage of graduates who go on to graduate school _____ seminary _____

13. I would be interested in an organization that made available a data pool on students in Christian liberal arts college: ___ Yes ___ No

14. I would be interested in a strong professional organization of student personnel workers from institutions similar to my own: ___ Yes ___ No

15. Chapel attendance is required: ___ Yes ___ No

__ 1 __ 2 __ 3 __ 4 __ 5 days a week. Students are allowed ___ cuts a semester.

Length of chapel service _____

16. To enforce rules and regulations a system of

_____ fines _____ campus work _____ letters of reprimand _____ other (_____) is utilized.

THANK YOU FOR YOUR ASSISTANCE!

CHRISTIAN LIBERAL ARTS COLLEGES

Anderson College
Anderson, Indiana

Arkansas College
Batesville, Arkansas

Aurora College
Aurora, Illinois

Azusa Pacific College
Azusa, California

Barrington College
Barrington, Rhode Island

Belmont College
Nashville, Tennessee

Bethany Nazarene
Bethany, Oklahoma

Bethel College
Mishawaka, Indiana

Bethel College
North Newton, Kansas

Bethel College
St. Paul, Minnesota

Biola College
La Mirada, California

Bridgewater College
Bridgewater, Virginia

John Brown University
Siloam Springs, Arkansas

Bryan College
Dayton, Tennessee

California Baptist College
Riverside, California

California Lutheran
Thousand Oaks, California

Calvin College
Grand Rapids, Michigan

Carson-Newman College
Jefferson City, Tennessee

Cedarville College
Cedarville, Ohio

Central College
Pella, Iowa

Central College
McPherson, Kansas

Central Wesleyan
Central, South Carolina

Clearwater Christian College
Clearwater, Florida

Concordia Teachers College
Seward, Nebraska

Covenant College
Lookout Mountain, Tennessee

Earlham College
Richmond, Indiana

Eastern Baptist College
St. Davids, Pennsylvania

Eastern Mennonite
Harrisonburg, Virginia

Erskine College
Due West, South Carolina

Evangel College of the Assembly of God
Springfield, Missouri

George Fox College
Newburg, Oregon

Geneva College
Beaver Falls, Pennsylvania

Georgetown College
Georgetown, Kentucky

Gordon College
Wenham, Massachusetts

Goshen College
Goshen, Indiana

Grace College
Winona Lake, Indiana

Grand Canyon College
Phoenix, Arizona

Greenville College
Greenville, Illinois

Hardin-Simmons University
Abilene, Texas

Houghton College
Houghton, New York

Houston Baptist College
Houston, Texas

Huntington College
Huntington, Indiana

Bob Jones University
Greenville, South Carolina

Judson Baptist College
Portland, Oregon

Judson College
Elgin, Illinois

Kentucky Southern College
Louisville, Kentucky

The King's College
Briarcliff Manor, New York

Le Tourneau College
Longview, Texas

Livingstone College
Salisbury, North Carolina

Luther College
Decorah, Iowa

Dr. Martin Luther College
New Ulm, Minnesota

Malone College
Canton, Ohio

Manchester College
North Manchester, Indiana

Marion College
Marion, Indiana

Messiah College
Grantham, Pennsylvania

Miltonvale Wesleyan
Miltonvale, Kansas

Mississippi College
Clinton, Mississippi

North Park College
Chicago, Illinois

Northwest College
Orange City, Iowa

Oklahoma Baptist University
Shawnee, Oklahoma

Oklahoma City Southwestern College
Oklahoma City, Oklahoma

Olivet Nazarene
Kankakee, Illinois

Otterbein College
Westerville, Ohio

Owosso College
Owosso, Michigan

Pacific College
Fresno, California

Pacific Lutheran University
Tacoma, Washington

Pasadena College
Pasadena, California

Howard Payne College
Brownwood, Texas

William Penn College
Oskaloosa, Iowa

Pepperdine College
Los Angeles, California

Pfeiffer College
Misenheimer, North Carolina

Pikeville College
Pikeville, Kentucky

Oral Roberts University
Tulsa, Oklahoma

Roberts Wesleyan
North Chili, New York

Seattle Pacific
Seattle, Washington

Sioux Falls College
Sioux Falls, South Dakota

Southeastern Christian College
Winchester, Kentucky

Southern California
Costa Mesa, California

Southwestern College
Winfield, Kansas

Spring Arbor College
Spring Arbor, Michigan

Sterling College
Sterling, Kansas

Tabor College
Hillsboro, Kansas

Taylor University
Upland, Indiana

Tennessee Temple
Chattanooga, Tennessee

Texas Lutheran College
Seguin, Texas

Trevecca Nazarene
Nashville, Tennessee

Trinity Christian College
Palos Heights, Illinois

Trinity College
Deerfield, Illinois

Union University
Jackson, Tennessee

University of Redlands
Redlands, California

Warner Pacific College
Portland, Oregon

Wayland Baptist College
Plainview, Texas

Westmont College
Santa Barbara, California

Wheaton College
Wheaton, Illinois

Whitworth College
Spokane, Washington

Wittenberg University
Springfield, Ohio

APPENDIX

1. Letter to the Dean of Students at selected Christian liberal arts colleges seeking his participation in this study.

2. Student personnel questionnaire.

3. Partial listing of Christian liberal arts colleges.